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CENTRAL INTELLIGENCE AGENCY  
DISABLED AND VIETNAM ERA VETERANS PROGRAMS  
SEMI-ANNUAL REPORT  
JANUARY-JUNE 1976

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GENERAL

During this reporting period, the Agency's efforts on behalf of Disabled and Vietnam Era Veterans have centered on expanding our recruitment efforts and updating and verifying our data bank.

POLICY DIRECTIVES

In March 1976, the Director, CIA, reaffirmed the Agency's strong support of the government's policy concerning employment and advancement of disabled veterans. The statement also assigned responsibility for the implementation of the principles of the program and for integrating them into the overall personnel management system to the managers and first-line supervisors.

OUTREACH ACTIVITIES

Our activities in the recruitment area have been expanded considerably. In addition to maintaining the contact previously made and reported on, the Agency's Field and Headquarters recruiters have established the following additional contacts:

- State Employment Offices in New Jersey, West Virginia, Pennsylvania and Ohio
- Texas Employment Commission
- Selective Service Systems of Oregon and Washington
- ✓ -Veterans Office at UCLA, California State and San Diego State Colleges
- California State Rehabilitation Officer
- ✓ -Veterans Administration representatives, New York City and Portland, Oregon
- ✓ -US Veterans Assistance Centers, Pittsburgh, PA
- ✓ -Veterans Administration Hospitals in Martinsburg, WV; Los Angeles, CA; and Danville, IL.
- Fitzsimons Army Medical Center, Denver, CO.
- ✓ -Downey Hospital, Great Lakes Training Center
- ✓ -Mountain Home AFB, ID
- ✓ -Fairchild AFB, Washington
- ✓ -Ft. Lewis, Washington
- Military Bases in Texas
- ✓ -Military Installations in the Metropolitan DC area
- ✓ -Executive Director of Veterans Affairs, Austin, TX
- ✓ -Senior Counsellors, Veterans Administration Offices in Albuquerque, NM; Houston and Waco, TX; New Orleans, LA; Jackson, MS; Little Rock, AR; and Muskogee, OK
- ✓ -VFW posts in Vienna, VA; Springfield, OH; and Martinsburg, WV

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- ✓ -Senior Representatives, VFW, DAV, AMVETS, and Dallas and Austin, TX
- ✓ -Military Order of the Purple Heart, Boston, MA
- ✓ -Jewish War Veterans, Boston, MA
- ✓ -Polish American Veterans, Boston MA
- ✓ -Disabled American Veterans, Denver, CO
  - Job Banks, Maryland and Virginia
  - Civil Service Commission Federal Job Information Centers in Texas (10)

Most of these contacts have not only been briefed concerning the Agency's personnel needs but also have been provided informational material and resumes to refer to prospective applicants.

In addition to the contacts listed above, several recruiters have conducted fairly extensive advertising campaigns in their areas of responsibility with ads being placed in the Spokane SPOKESMAN REVIEW, the Seattle TIMES and the Portland OREGONIAN, an article in the VFW Newsletter, and announcements in the Fort Lewis Newspaper.

Although there was some flurry of response to the ads and the VFW article, and although one recruiter receives twenty to twenty-five referrals per month through the Selective Service Systems of Oregon and Washington, we have found that we are having little success locating Veterans who meet our limited needs through these contacts. Because the Agency is not conducting a major recruitment effort at this time--our current and anticipated needs are few--the basic thrust of our recruitment effort is concentrated primarily on clericals, electrical engineers, research economists, physical scientists and linguists with near native fluency in "hard languages" as reported in our December 1975 report. Our experience over the past year has shown that our best chance for success seems to be at the universities and colleges where the Agency normally conducts a vigorous recruitment program and where we can reach the Vietnam Era and Disabled Veterans who have chosen to pursue or resume college education. While we have a continuing need for clerical employees, we find that it is not likely that a VEV or Disabled Veteran will be interested in moving from the West Coast to the Washington, DC area for a clerical salary. Since we have no regional or field offices of any number, there are no possibilities of employment outside the Washington area.

During this reporting period, we have received full applications from 11 Disabled Veterans of which 7 were still under consideration at the end of June. We have hired no Disabled Veterans but have hired approximately 125 Vietnam Era Veterans, ranging in grade from GS-03 to GS-12, who have been placed in all major components of the Agency.

#### OTHER ACCOMPLISHMENTS

The Affirmative Action Plan for the Handicapped and Disabled Veterans Program for the period 1 April 1976 - 30 March 1977 which included objectives and action items related specifically to disabled veterans was published in March 1976 with one copy for each 6 Agency employees.

Objective 3: DELEGATE APPROPRIATE AUTHORITY TO DIRECT AND ACCOMPLISH PROGRAM EFFORTS

Situation as it exists: Appropriate delegations of authority have been made and we have experienced no problems in this area.

Opportunity for change: None at this time.

ACTION

None indicated

Objective 4: INCLUDE SOURCES OF HANDICAPPED PERSONS AND DISABLED VETERANS IN ONGOING RECRUITMENT EFFORTS

Situation as it exists: Agency recruiters maintain contacts with organizations serving handicapped individuals and disabled veterans, including military installations, employment services, etc. throughout the United States. They also develop new contacts as requirements change or new leads develop. The Agency-wide Coordinator maintains additional local contacts and expands them as needed to meet specific requirements or developments. Since we do not have a vacancy announcement system, information concerning our needs is provided to these organizations by the recruiters and the Coordinator. Requests for information concerning employment opportunities with the Agency are answered as they are received.

Opportunity for change: None at this time.

ACTION

None indicated

Objective 5: ENSURE THAT HANDICAPPED INDIVIDUALS AND DISABLED VETERANS RECEIVE EQUAL OPPORTUNITY IN HIRING, PLACEMENT, AND RETENTION

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Approved For Release 2002/05/07 : CIA-RDP92-00455R000100160027-9

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Approved For Release 2002/05/07 : CIA-RDP92-00455R000100160027-9